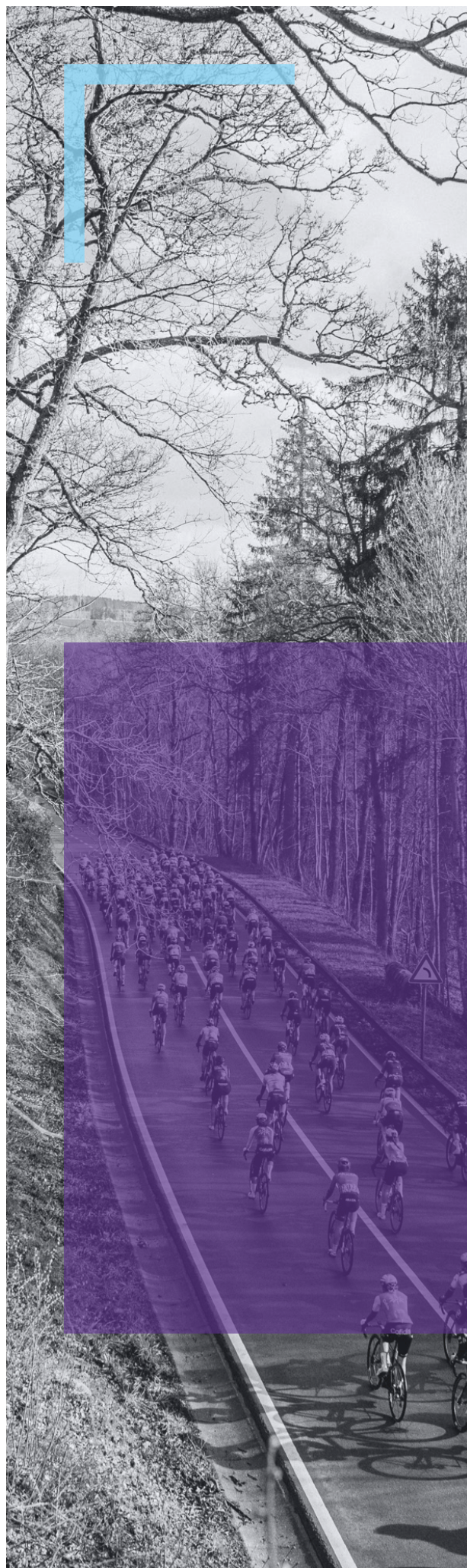


SAFEGUARDING UCI TOOLKIT FOR CYCLING STAKEHOLDERS



INTRODUCTION

The UCI Safeguarding Toolkit has been created to support National Federations, UCI teams and UCI International Calendar event organisers to keep cycling safe for all and prevent the risk of harm and abuse in cycling. The toolkit's templates and guidance are intended to help cycling stakeholders to develop their own policies, procedures, and good practices to keep cycling safe for all. It also details the steps which should be taken by persons and entities involved in cycling and provides practical tools to contextualize.

This UCI Safeguarding Toolkit reaffirms UCI's commitment to ensuring cycling is a safe, positive, and enjoyable experience for all, regardless of ability, age, gender, sexual orientation and social background, religion and level of ability or disability.

The UCI encourages persons and entities bound by the [UCI Code of Ethics](#) and other partner organisations, including National Federations, UCI teams and UCI International Calendar event organisers, to adopt and demonstrate their commitment to the principles as set out in the UCI Safeguarding Policy, and supports them in this undertaking.

Safeguarding is contextual – procedures and policies need to be adapted to the situation in hand. The UCI Safeguarding Toolkit recognises that many organisations have already introduced good policies, procedures, and training, which build on the great work done around the world.

The UCI Safeguarding Toolkit has been developed under the remit of the '[Cycling Integrity](#)' programme, which brings together all the UCI's actions dedicated to promoting and strengthening integrity in cycling at all levels (athletes, entourage, and competitions). 'Cycling Integrity' comprises three pillars: "Clean cycling", "Safe cycling" and "Fair cycling", each of which has a preventive component, notably through an educational programme, and a responsive component, enabling abusive conduct to be reported and dealt with.

The UCI commits to the continuous development and review of this UCI Safeguarding Toolkit.

CONTENTS

INFO SHEET

1. Key definitions 4

CODES OF CONDUCT

2. Code of conduct for riders 6
3. Code of conduct for youth riders 8
4. Code of conduct for all individuals working with riders 10
5. Code of conduct for all individuals working with youth riders 12

GUIDANCE

6. Safer recruitment procedures 14
7. The role and responsibility of National Federations 16
8. The role and responsibility of UCI-affiliated teams 18
9. The role and responsibility of UCI International Calendar event organisers 19

AWARENESS RAISING AND EDUCATION

10. Online resources for education 20
11. Awareness raising posters 23

1. KEY DEFINITIONS

SAFEGUARDING

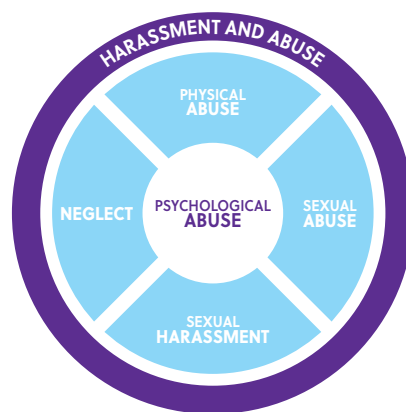
Safeguarding is defined as the organisation's responsibility to ensure that cycling is a safe, positive and enjoyable experience for all, and that all participants in cycling are kept safe from harm and abuse when involved in cycling, in all capacities and at all levels.

Safeguarding includes both:

- preventive actions to minimize the chances of harm occurring, and
- responsive actions aimed at ensuring that, should concerns arise, they are handled appropriately.

Safeguarding is everyone's responsibility.

DIFFERENT TYPES OF ABUSE IN CYCLING



PSYCHOLOGICAL ABUSE

Psychological or emotional abuse refers to any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other treatment which has the effect of diminishing the sense of identity, dignity, and self-worth.

Examples:

- Making degrading or embarrassing jokes to or about an individual.
- Shaming or mocking for poor performance.
- Making threats of repercussions.
- Blaming and scapegoating.
- Unwelcome, offensive, or hostile facial expressions or body gestures.
- Creating written or graphically derogatory material about an individual.

PHYSICAL ABUSE

Physical abuse refers to any deliberate and unwelcome act –for example, punching, beating, kicking, biting, and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity.

Examples:

- Age- or physique- inappropriate training loads.
- Forcing an athlete to train when injured or in pain.
- Forced alcohol consumption.
- Forced doping practices.

NEGLECT

Neglect refers to any failure of a coach or other person with a duty of care to an athlete to provide a minimum level of care, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Examples:

- Preventable accidents (using transport or equipment which is not safe).
- Dehydration (not providing water on purpose or not allowing athletes a break for water in hot weather during training).
- Recurring injuries.
- Obstructing receipt of medical attention.

SEXUAL HARASSMENT

Sexual harassment refers to any unwanted and unwelcome behaviour of a sexual nature, whether verbal, non-verbal or physical, with the purpose or effect of violating the dignity of a person, in particular, when creating an intimidating, hostile, degrading, humiliating or offensive environment.

Examples:

- Comments or jokes about sex or private body parts.
- Use of sex- or gender-related name calling.
- Sharing of letters, notes, emails, texts, IMs or online postings that talk about sex or private body parts.
- Comments or teasing of anyone about their sexuality, sexual development, or gender identity.

SEXUAL ABUSE

Sexual abuse refers to any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Examples:

- Requiring abnormal physical contact claiming it is for the wellbeing of the rider.
- Encouraging behaviour in sexually inappropriate ways.
- Non-contact activities, such as involving individuals in looking at, or in the production of, sexual images, watching sexual activities.
- Non-penetrative acts, such as masturbation, kissing, rubbing, and touching outside of clothing.
- Assault by penetration (for example, rape or oral sex).

2. CODE OF CONDUCT FOR RIDERS

Codes of conduct are important as they set out a standard and expected behaviour for those involved in cycling. They are a shared set of agreed and acceptable types of behaviour that help to create and maintain a positive, fun, and safe environment for all while contributing to the establishment of a standard of performance, behaviour, and professionalism.

This template Code of conduct is provided as a suggestion and can be adapted to different contexts.

As a Rider, I agree to comply with the following core principles and obligations:

- I understand that safeguarding is everyone's responsibility, regardless of where we are from or the role that we have in cycling, and that the welfare of everyone is of paramount importance.
- I understand that everyone should feel safe and respected in all cycling activities and engagement, and free from all forms of harassment, abuse, discrimination, and poor practice.
- I understand that everyone must be vigilant and report any concerns that compromise the safety or wellbeing of individuals to ensure that persons at risk of harm receive effective protection.

When training and competing in cycling, I shall:

- Respect the rights and wellbeing of, and not discriminate against, other athletes, their entourage, volunteers, and all others within the cycling environment.
- Act as a role model, including by promoting safe, clean, and fair cycling.
- Compete fairly and be gracious in defeat.
- Be aware of my responsibilities.
- Participate within the rules of cycling, respect the decisions of coaches and officials, and demonstrate respect toward fellow athletes.
- Consistently promote the positive aspects of cycling and clean sport by complying with the UCI anti-doping rules.
- Anticipate and be responsible for my own needs, including being organised, having the appropriate equipment and being on time for training or competitions.
- Act ethically, professionally and with integrity, and take responsibility for my actions.

- Not bully or do hurtful things to others on purpose, such as using mean words or spreading rumours, either online or within the cycling community.
- In no way undermine, put down or belittle other athletes, coaches, practitioners, or officials.
- Not carry or consume alcohol or illegal substances while training or competing in cycling.
- Never engage in any inappropriate or illegal behaviour but shall challenge and report inappropriate or illegal behaviour and language by others.
- Talk to someone I trust and report to my club/Federation/UCI SpeakUp platform if I have concerns, do not feel safe or witness any harassment and abuse.

Failure to abide by this Code of conduct will result in appropriate action being taken. This may mean your removal from the activity/event for a period whilst an investigation is taking place and may result in disciplinary and/or legal action.

Signed

Name

Place and Date

3. CODE OF CONDUCT FOR YOUTH RIDERS

Codes of conduct are important as they set out a standard and expected behaviour for those involved in cycling. They are a shared set of agreed and acceptable types of behaviour that help to create and maintain a positive, fun, and safe environment for all while contributing to the establishment of a standard of performance, behaviour, and professionalism.

This template Code of conduct is provided as a suggestion and can be adapted to different contexts.

As a child, young person, or a youth rider under 18 years, I have the right to:

- Be safe and protected.
- Be listened to.
- Be respected and treated fairly.
- Be believed.
- Ask for help.
- Be coached by someone who has the right qualifications.

As a young athlete, I shall respect the Code of conduct and I shall:

- Be friendly and support the other athletes.
- Keep myself safe.
- Respect the rules and be on time for all activities and meetings.
- Tell an adult if there is anything that is bothering me or if I have any concerns about my safety or that of another teammate.
- Compete fairly and respect other athletes and officials.
- Behave and listen to all instructions from my coach and officials.
- Take care of equipment owned or provided by the club or training facility.
- Not use bad language or take part in inappropriate or illegal behaviour.
- Not bully anyone or pressure them to do things they do not want to, including online.

- In no way undermine, put down or belittle other athletes, coaches, practitioners, or officials.
- Tell my parents/carers where I am or if I am going to be late.
- Not use my mobile phone during training, competitions or in changing rooms.
- Not carry or consume alcohol or illegal substances while training or competing in cycling.
- Use safe transport or travel arrangements.

We expect all young people to follow the behaviour and requests set out in this Code. If any young person behaves in a way which contradicts any of the points set out above, we will immediately address the problem with parental involvement and aim to resolve the issue.

Continued issues and repeated breaches of this Code may result in us regrettably asking you to leave the activity, event, or club permanently, for the welfare of other young people and our staff. This is something we never want to do.

ATHLETE

Signed

Name

Place and Date

PARENT OR GUARDIAN

I have read and explained this Code of conduct to the young person named above.

Signed on behalf of the athlete

Name

Place and Date

4. CODE OF CONDUCT FOR ALL INDIVIDUALS WORKING WITH RIDERS

Codes of conduct are important as they set out a standard and expected behaviour for those involved in cycling. They are a shared set of agreed and acceptable types of behaviour that help to create and maintain a positive, fun, and safe environment for all while contributing to the establishment of a standard of performance, behaviour, and professionalism.

This template Code of conduct is provided as a suggestion and can be adapted to different contexts.

As an individual working with riders, I agree to comply with the following core principles and responsibilities:

- I understand that safeguarding is everyone's responsibility, regardless of where we are from or the role that we have in cycling, and that the welfare of everyone is of paramount importance.
- I understand that everyone should feel safe and respected in all cycling activities and engagement, and free from all forms of harassment, abuse, discrimination, and poor practice.
- I understand that everyone must be vigilant and report any concerns that compromise the safety or wellbeing of individuals to ensure that persons at risk of harm receive effective protection.

I recognise that I have the following responsibilities:

- A duty of care to create a safe, inclusive, and positive environment for all, one that always puts the welfare of athletes before winning or achieving goals.
- Always respect the rights, dignity and worth of everyone involved in cycling regardless of their age, race, skin colour, ethnic, national, or social origin, gender, disability, language, religion, political or any other opinion, wealth, birth or any other status, sexual orientation, or any other reason.
- Lead by example when it comes to good sportsmanship and be a role model for cyclists.
- Respect my position of trust and maintain appropriate boundaries with athletes.

- Encourage fair play and high standards of behaviour.
- Never engage in, or tolerate offensive, insulting, or abusive behaviour or language.
- Never engage in bullying behaviour, and to challenge any form of bullying behaviour among and towards athletes or colleagues.
- Communicate in relation to cycling activities (training and competitions) solely in a manner which is constructive, age-appropriate, and never humiliating.
- Respect athletes' privacy, for example, by not entering showers and changing rooms without permission.
- Ensure that any treatment, e.g., physiotherapy, takes place in an open and supervised environment, rather than in private.
- Consistently promote positive aspects of cycling and clean sport by complying with the UCI anti-doping rules.
- Ensure that confidential information is not disclosed unless with the express consent of all those concerned or where a case warrants disclosure to the relevant authorities.
- Respect the Safeguarding Policy and Case Management Procedures of the organisation(s) that I work with, including the completion of any training.
- Challenge inappropriate behaviour and report any suspected misconduct.
- Always report any concern of poor practice or abuse immediately to the safeguarding officer or the appropriate authorities. I acknowledge that I must report any concerns I may have – no action is not an option.

Failure to abide by this Code of conduct will result in appropriate action being taken. This may mean your removal from the activity/event for a period whilst an investigation is taking place and may result in disciplinary and/or legal action.

Signed

Name

Place and Date

5. CODE OF CONDUCT FOR ALL INDIVIDUALS WORKING WITH YOUTH RIDERS

Codes of conduct are important as they set out a standard and expected behaviour for those involved in cycling. They are a shared set of agreed and acceptable types of behaviour that help to create and maintain a positive, fun, and safe environment for all while contributing to the establishment of a standard of performance, behaviour, and professionalism.

This template Code of conduct is provided as a suggestion and can be adapted to different contexts.

As an individual working with children and young people in cycling, I agree to comply with the following core principles and responsibilities:

- I understand that safeguarding is everyone's responsibility, regardless of where we are from or the role that we have in cycling, and that the welfare of everyone is of paramount importance.
- I understand that everyone should feel safe and respected in all cycling activities and engagement, and free from all forms of harassment, abuse, discrimination, and poor practice.
- I understand that everyone must be vigilant and report any concerns that compromise the safety or wellbeing of individuals to ensure that persons at risk of harm receive effective protection.

I will lead by example when it comes to good sportsmanship and be a role model for youth riders and children. I recognize that I have the following responsibilities:

- A duty of care to create a safe, inclusive, and positive environment for all, one that always puts the welfare of youth riders before winning or achieving goals.
- To always respect the rights, dignity and worth of everyone involved in cycling regardless of their age, race, skin colour, ethnic, national, or social origin, gender, disability, language, religion, political or any other opinion, wealth, birth or any other status, sexual orientation, or any other reason.
- Lead by example when it comes to good sportsmanship and be a role model for youth riders.
- Respect my position of trust and maintain appropriate boundaries with youth riders.
- Encourage fair play and high standards of behaviour.
- Never engage in, or tolerate offensive, insulting, or abusive behaviour or language.
- Never engage in bullying behaviour, and to challenge any form of bullying behaviour among and towards athletes, colleagues, youth riders.
- Communicate in a constructive, age-appropriate manner, never humiliating, and to provide meaningful opportunities that empower youth riders to share in the decision-making process.

- Ensure all activities are suitable for youth riders' abilities and ages.
- Always be supportive of youth riders' efforts and place value on more than just winning.
- Not groom or exploit a youth rider for personal or financial gain.
- Not engage in or allow any verbal, physical or sexually provocative games or inappropriate, unwanted, or unnecessary touching of youth riders.
- Never use physical abuse or chastisement, including emotional chastisement.
- Not engage in any sexual or intimate relationship with any rider under 18 years of age, which includes not making sexually suggestive comments to a youth rider.
- Always ensure that youth riders are properly supervised and that arrangements for competitions are safe, which includes not sharing rooms with youth riders and safe training methods; consent must be gained before youth riders are touched.
- Respect youth riders' privacy, for example, by not entering showers and changing rooms without permission and not providing personal care that children can do for themselves.
- Ensure that any treatment, e.g., physiotherapy, takes place in an open and supervised environment, rather than in private.
- Avoid spending time alone with youth riders away from others and never leave youth riders unattended.
- Not engage in inappropriate use of social media, which includes not engaging youth riders in private social media or private messaging conversations and never posting comments or sharing images that could compromise their wellbeing or cause them harm.
- Not post photographs or other information about youth riders or their families on my personal social media (e.g., Facebook or websites) or the team's social media, without the permission of the youth riders concerned and their parents.
- To respect the Child Safeguarding Policy and Case Management Procedures of the organisation(s) that I work with, including the completion of any training.
- To always report any concern of poor practice or abuse immediately to the safeguarding officer or the appropriate authorities. I acknowledge that I must report any concerns I may have – no action is not an option.

Failure to abide by this Code of conduct will result in appropriate action being taken. This may mean your removal from the activity/event for a period whilst an investigation is taking place and may result in disciplinary and/or legal action.

Signed

Name

Place and Date

6. SAFER RECRUITMENT PROCEDURES

The aim of safer recruitment is to take measures that, together, aim to reduce the chances of employing the wrong person. Introducing safer recruitment procedures can sometimes cause anxiety, and some people may be offended that the organisation wants to carry out checks. It is best explained as a procedure that everyone involved with the organisation is required to comply with, and that it is not personal.

All recruitment and employment practices required by law must be followed. For example, in some countries, recruitment practices for those working with children may be stipulated in domestic legislation. Background checks or qualifications may be required, or there may be limitations on what information may be sought.

The following checklist aims to assist National Federations, teams, and entities to select the right people and screen out and discourage those who are not suitable for work in cycling, while recognising that, in some countries, certain elements may not be possible to obtain e.g., police checks, copies of qualifications, etc. In such cases, an overall assessment of the information available should be made.

1. PROCEDURES FOR SAFER RECRUITMENT

RECRUITMENT AND SELECTION PROCESS

- ✓ **Candidate profile/job description** – decide what skills and knowledge are needed to work safely in cycling and with athletes. This will depend on the position – for instance, a coach will have more contact with riders and need different skills than someone in an administrative role. You should include this in the job description.
- ✓ **Advertisement** - All roles involving interaction with children should explicitly include reference to safeguarding in the advertisements, job descriptions and interviews when recruiting for a role.
- ✓ **Interview questions** – include at least one question related to safeguarding.

PRE-APPOINTMENT

- ✓ **Reference checks** – At least two reference checks should be conducted and documented. Depending on the position applied for, references may include a previous employer. References should be requested to demonstrate the applicant's suitability for working in cycling and/or with vulnerable groups such as children. Open references (i.e., a written reference provided by the candidate) are generally not sufficient. Applicants should explicitly explain any gaps in employment.
- ✓ **Proof of identification** – Candidates' identities must be verified, e.g., by checking their passport or national ID card, as predatory offenders may provide false information, and even a false identity, to secure a position.
- ✓ **Criminal records checks** – Criminal records checks should be made before appointment where these exist within your country and where applicable to the role, to prevent unsuitable people from working with children. Some countries have a database of offenders/people who are not suitable for working with children. Check this list if it exists in your country.

- ✓ **Self-declaration** – A self-declaration form should be signed before any appointment and should include broader questions about whether the individual has ever been subject to a disciplinary investigation, especially if police checks do not exist in your country.

POST-APPOINTMENT

- ✓ **Code of conduct** – All staff and volunteers (including managers, coaches, officials) and all those involved in cycling should sign a Code of conduct. This should be explained to them so that they fully understand the behaviour expected of them.
- ✓ **Awareness raising and training** – Attend a basic safeguarding awareness training course.
- ✓ **Probation period** – a probation period could be used to actively assess suitability for the position.

2. SAMPLE QUESTIONS

SAMPLE QUESTIONS FOR INTERVIEWS

At least one question on safeguarding should be asked in interviews. The questions below are examples. Remember that if the applicant is not familiar with the organisation's Safeguarding Policy and Code of conduct, they may not answer the question 'correctly'. This is not important; it is their attitude towards keeping cycling safe that is being tested.

- Have you worked for an organisation that had a Code of conduct before? If so, what difference did it make to the way you viewed yourself and your work and the teams you were in?
- Can you give me some examples of unsafe or unacceptable types of behaviour in cycling?
- What qualities have you observed in others that you have admired, particularly regarding their work with cyclists?
- Have you worked/volunteered in a similar position before where you were in contact with athletes? What did you like about it? What did you find difficult?
- If you were concerned about the actions or behaviour of another colleague towards an athlete, how would you respond?
- What have you done when a colleague or friend has broken a rule, procedure, or Code of conduct?

SAMPLE QUESTIONS TO ASK DURING REFERENCE CHECKS

Attention should therefore be paid to the way questions are answered (i.e., hesitation, reluctance to answer).

- Do you know of any reason why we should be concerned about this applicant's conduct with athletes?
- How would you describe the applicant's character?
- Would you be happy to have the applicant working with your organisation again?

7. THE ROLE AND RESPONSIBILITY OF NATIONAL FEDERATIONS

The UCI issues the following recommendations for the attention of National Federations.

1. Develop a **Safeguarding Policy** based on the UCI Safeguarding Policy, or any policies implemented at national level. This Policy should apply to the organisation and during training and events managed by the organisation. Special attention should be taken to adult-child ratios in respect of national legal/government guidelines for recommended supervision ratios, adult-child relationships, grooming through social media and inappropriate medical treatment.
2. Appoint a **Safeguarding Officer** or **Safeguarding Focal Point** to produce and disseminate guidance and resources to support policy and procedures. This individual may also be responsible for receiving reports and making an initial assessment as well as for communicating and providing support to the reporting person, depending on their trained capacity.
3. Establish an internal Working Group and/or an external expert advisory group to guide the organisation's work.
4. Develop an **Action Plan** to ensure integration and education regarding safeguarding measures across the organisation, including appropriate staff training.
5. Draft and ensure signature of **Codes of conduct** for all athletes and those working with athletes, based on the templates in this UCI Safeguarding Toolkit.
6. Prevent the employment/deployment of unsuitable individuals (staff and volunteers) in cycling through **safer recruitment procedures** based on the template in this UCI Safeguarding Toolkit..
7. **Raise awareness** and educate your stakeholders with regard to safeguarding and the prevention of harassment and abuse.
8. Establish or refer to a relevant **reporting mechanism** and ensure the provision of clear information about where to report issues of concern.
9. Manage concerns and reports through a clearly defined **Case Management Policy** that ensures appropriate and immediate action is taken to address allegations of abuse, including the referral of concerns to the relevant statutory authorities.

10. **Sanctions** should respect the principle of proportionality and fair process with consideration made regarding the nature and severity of the violations; the number of violations; any other relevant circumstances such as when the abused or harassed person is a minor).
11. Map, identify and establish **partnerships** with local child protection authorities/ agencies and civil society organisations with expertise in this area that can provide help and advice.
12. Provide **case management and support** for victims of abuse (or alleged victims), and for those accused, through collaboration with specialised entities and experts.
13. Ensure that the **Safeguarding Policy is reviewed** as frequently as necessary, considering any amendments in national legislation, policies and services related to children's rights, child protection and safeguarding.

Templates for Codes of conduct, guidance for safer recruitment and examples of awareness raising programmes can be found in this UCI Safeguarding Toolkit.

The UCI shall periodically review the nature of this guidance to National Federations and consider whether some or all of these measures shall become compulsory.



8. THE ROLE AND RESPONSIBILITY OF UCI-AFFILIATED TEAMS

The UCI issues the following recommendations for the attention of UCI-affiliated teams.

- Adopt and implement a **Safeguarding Policy**.
- Have all employees, officials, team managers, coaches etc., who work with riders, read, and sign **Codes of conduct**.
- Draft and ensure signature of **Codes of conduct** for all riders.
- Implement **safer recruitment procedures**.
- **Raise awareness** and educate team members (staff and riders) with regard to safeguarding.
- All are expected to be aware of local formal and informal cycling **care support** services, law enforcement and child protection services.
- Put in place **reporting mechanisms** to safely report concerns, with dedicated staff, or promote the [UCI SpeakUp](#) platform.

Templates for Codes of conduct, guidance for safer recruitment and examples of awareness raising programmes can be found in this UCI Safeguarding Toolkit.

The UCI shall periodically review the nature of these instructions and guidance to UCI teams and consider whether some or all of these measures shall become compulsory.



9. THE ROLE AND RESPONSIBILITY OF UCI INTERNATIONAL CALENDAR EVENT ORGANISERS

The UCI issues the following recommendations for the attention of event organisers and other entities involved in cycling:

- Adopt and implement a **Safeguarding Policy**.
- Have all employees, officials, team managers, coaches, etc., who work with cyclists, read, and sign **Codes of conduct**.
- Implement **safer recruitment procedures**.
- **Raise awareness** and educate staff and volunteers with regard to safeguarding and the prevention of harassment and abuse.
- Put in place **reporting mechanisms** to safely report concerns during your events, with dedicated staff, or promote the [UCI SpeakUp](#) platform.

Templates for Codes of conduct, guidance for safer recruitment and examples of awareness raising programmes can be found in this UCI Safeguarding Toolkit.

The UCI shall periodically review the nature of these instructions and guidance to event organisers and consider whether some or all these measures shall become compulsory.



10. ONLINE RESOURCES FOR EDUCATION

Educating stakeholders with regard to safeguarding is a key action in the primary prevention of violence and abuse in sport. To put safeguarding into practice and ensure it makes a positive difference, it is key for all those involved in cycling to be aware of the importance of safe cycling and have the necessary knowledge to be able to both understand and implement the policies and procedures. This can be achieved by different means, including information leaflets, posters, and guides, but also, most effectively, through education. The dissemination of awareness-raising materials contributes to the improvement of the general understanding of safe cycling as well as mobilising everyone to bring about the necessary changes in attitudes and behaviour. It also contributes to the empowerment of those working in cycling and helps prevent, and respond to, any form of harm or abuse.

Below you will find examples of awareness-raising materials to promote safe cycling for all and online courses to improve stakeholder knowledge.

E-LEARNING COURSES

→ **For safeguarding focal points:** [IOC Certificate: Safeguarding Officer in Sport](#)

The IOC Certificate Safeguarding Officer in Sport course, among the first of its kind, is an international safeguarding officer certification programme aimed at those who have been appointed or will be appointed as safeguarding officers; serve as the focal point for safeguarding issues; or work in the field of sport integrity, for national or international sports organisations.

Composed of 7 learning modules, this course will introduce participants to their crucial role in the prevention of and response to harassment and abuse (non-accidental violence) in sport including significant contributions to the prioritisation of athlete wellbeing and safeguarding, both within their organisation and at major sporting events.

The “IOC Certificate: Safeguarding Officer in Sport” is awarded by the International Olympic Committee.

The UCI invites all safeguarding officers to complete this course.

→ **For athletes and support personnel:** [E-learning: safeguarding athletes from harassment and abuse](#) (IOC)

Crucial to creating a safe sporting environment is recognising the signs of harassment and abuse and knowing when and how to act. This course will provide you with the education and tools to effectively safeguard athletes and take responsibility in offering support and protection. A key take away will be in building your awareness of when harassment and abuse could be occurring around you and how to step in.

The speakers will guide you through each section, beginning with important insight into the five categories of harassment and abuse that can occur in isolation or in combination with one or more of the others: psychological abuse, physical abuse, neglect, sexual harassment, and sexual abuse.

Personal insights and case studies are an essential part of the course, and you'll hear from one speaker about his own experience of sexual abuse. This will encourage you to reflect on your own experiences or those of others while empowering you to play an active part in the safeguarding of athletes.

A certificate is delivered after completion of this course.

The UCI strongly encourages every athlete and all support staff (coaches, sport directors, team managers, etc.) to complete this course.

→ **For young athletes: [Online quiz for young athletes: draw the line!](#) (IOC)**

This interactive scenario-based resource is a great way to learn more about the different forms of harassment and abuse. Through ten short scenarios, discover what harassment and abuse in sport means, the forms it can take, how you can identify and prevent it, and, ultimately, how you can protect yourself and others.

A certificate of completion is delivered at the end of this short quiz.



AWARENESS-RAISING VIDEOS

- **Video: understanding consent in sport ([IOC Athlete 365 video](#))**

Everyone has the power to make their own decisions and set boundaries when it comes to their own body in sport. The “Consent in Sport” video is a good educational resource to understand the concept of consent and help recognize breaches.

- **Example of an awareness-raising campaign: encouraging people to speak up ([UCI SpeakUp video](#))**



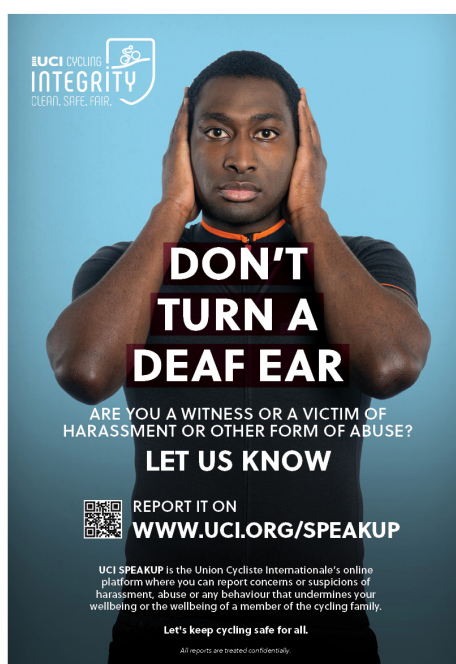
While prevention is fundamental to avoid abuse in our sport, it is also necessary to provide reporting tools and support to victims and witnesses of such acts. Whether you are a victim or a witness of harassment and abuse, reporting your concerns is not an easy process; it is therefore important to make your reporting mechanisms as accessible as possible and encourage everyone to safely report their concerns.

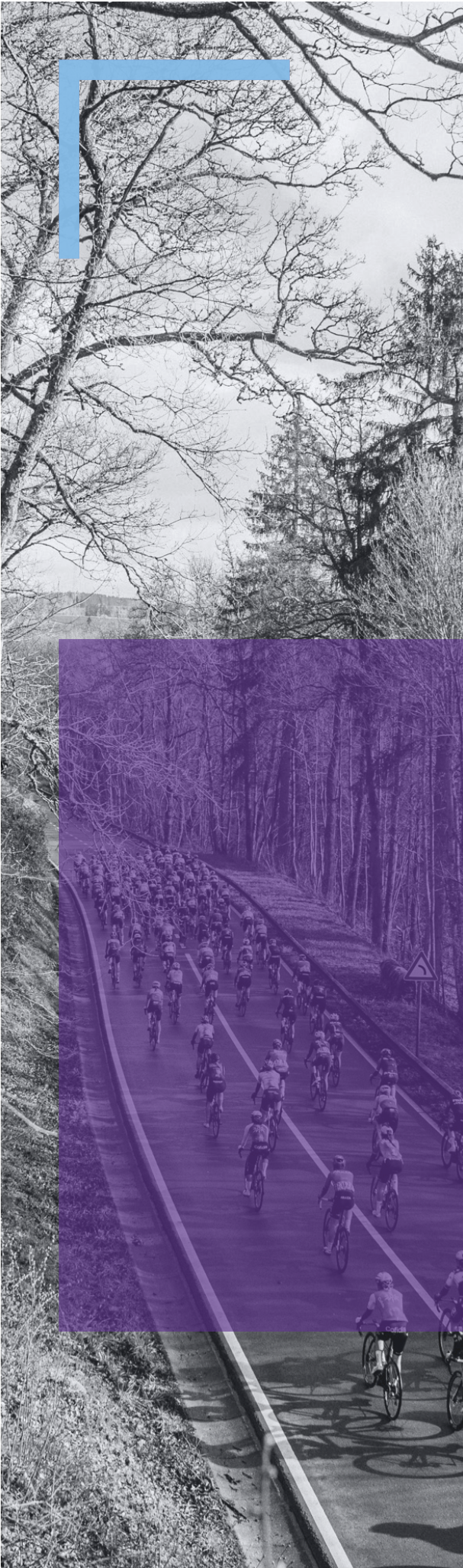
11. AWARENESS RAISING POSTERS

The Union Cycliste Internationale launched a campaign aimed at encouraging all cycling's stakeholders - athletes, coaches, organisers, officials and staff members of different structures - to play an active role in protecting the physical and psychological integrity of those involved in our sport.

To encourage all concerned to use the UCI SpeakUp reporting platform, the UCI has launched a vast campaign on its various digital platforms, as well as out in the field via awareness courses and posters.

The posters can be downloaded in high quality [here](#).





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REPORTING PLATFORM

[UCI SpeakUp](#)

